



# **WOKINGHAM BOROUGH COUNCIL**

An Extraordinary Meeting of the **PERSONNEL BOARD** will be held in First Floor 12 - Civic Offices, Shute End, Wokingham RG40 1BN on **THURSDAY 26 JULY 2018 AT 6.00 PM**

A handwritten signature in black ink, appearing to read 'Manjeet Gill', is written over a light grey rectangular background.

Manjeet Gill  
Interim Chief Executive  
Published on 18 July 2018



# **WOKINGHAM BOROUGH COUNCIL**

## **Our Vision**

A great place to live, an even better place to do business

## **Our Priorities**

Improve educational attainment and focus on every child achieving their potential

Invest in regenerating towns and villages, support social and economic prosperity, whilst encouraging business growth

Ensure strong sustainable communities that are vibrant and supported by well designed development

Tackle traffic congestion in specific areas of the Borough

Improve the customer experience when accessing Council services

## **The Underpinning Principles**

Offer excellent value for your Council Tax

Provide affordable homes

Look after the vulnerable

Improve health, wellbeing and quality of life

Maintain and improve the waste collection, recycling and fuel efficiency

Deliver quality in all that we do

## MEMBERSHIP OF THE PERSONNEL BOARD

### Councillors

Alistair Auty (Chairman)	Stuart Munro (Vice-Chairman)	UllaKarin Clark
Lindsay Ferris Charles Margetts	Charlotte Haitham Taylor	Pauline Helliard-Symons

22. **APOLOGIES**  
To receive any apologies for absence
23. **DECLARATION OF INTEREST**  
To receive any declarations of interest
24. None Specific **LONG LIST FOR DIRECTOR CHILDREN SERVICES** 5 - 134  
To consider a report regarding long listing for the role of Director of Children's Services. (*contains part 2 sheets*)
25. None Specific **EXCLUSION OF THE PUBLIC**  
The Personnel Board will exclude press and public in order to discuss the Part 2 sheets of Agenda Item 24 above and to so it must pass a resolution in the following terms:
- That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act (as amended) as appropriate.

### Any other items which the Chairman decides are urgent

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading.

### CONTACT OFFICER

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# Agenda Item 24.

<b>TITLE</b>	<b>Long List for Director Children Services</b>
<b>FOR CONSIDERATION BY</b>	Extraordinary Personnel Board on 26 July 2018
<b>WARD</b>	None Specific;
<b>DIRECTOR</b>	Interim Chief Executive Manjeet Gill

## **OUTCOME / BENEFITS TO THE COMMUNITY**

To approve the candidates to be taken forward to Long List Interview.

## **RECOMMENDATION**

The Board is recommended to:

- 1) Review the applicants submitted by the Executive Search firm, Penna
- 2) Support proceeding with longlist interviews for those classified as 'A' candidates
- 3) Consider those candidates classified as 'B+' and 'B' and decide which, if any to take forward for Long list interview
- 4) Accept the proposal to reject the candidates classified as 'C'

## **SUMMARY OF REPORT**

Attached as Appendix 1 is the report prepared by Penna which includes both the Candidate Brief that was presented to candidates, together with a summary of the applicants, the Executive Search firm recommendations and the candidate's c.v.'s and supporting statements.

Members are asked to review the report, support recommendations with regards to 'A' candidates and 'C' candidates and then consider which of the 'B+/B' candidates to take forward to Long list interviews with Penna, alongside a technical interview.

## Background

The role is currently being covered via Lisa Humphreys on an interim basis following the decision to split the Director of People Services role into two.

Penna were selected as the most suitable Executive Search firm and have undertaken both headhunting and an extensive advertising campaign to identify suitable candidates.

There are 10 candidates of which 5 are recommended to take forward for long list interview, 1 is recommended to be rejected and the remaining 4 need to be reviewed and a decision be made as to whether to long list. Appendix 2 is a pre-selection matrix for Members to consider the evidence in the applications in relation to the requirements in the job description.

## Analysis of issues

For those c.v.'s Members are being asked to consider in depth, the C.V's have been analysed against the requirements in the Person Specification in relation to knowledge, skills and experience. A score has been allocated to each area as follows:

- 0 = No relevant evidence provided, does not meet the criteria
- 1 = Some evidence provided, partially meets the criteria
- 2 = Evidence provided, mainly meets the criteria
- 3 = Evidence provided, fully meets the criteria

Members are requested to review the scoring and decide whether to put these candidates forward for long-listing, alongside those who have been classified as 'A' candidate.

## FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

***The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.***

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	N/A	N/A
Next Financial Year (Year 2)	Nil	N/A	N/A
Following Financial Year (Year 3)	Nil	N/A	N/A

Other financial information relevant to the Recommendation/Decision
N/A

Cross-Council Implications
N/A

<b>Reasons for considering the report in Part 2</b>
Appendices contain personal and sensitive data

<b>List of Background Papers</b>
Appendix 1 – Penna Long List report
Appendix 2 – Pre-selection matrix for “B+/B” classified candidates

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By virtue of paragraph(s) 1,2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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